

APRIL, 1985



SPRAGUE CONSOLIDATES HEADQUARTERS

The consolidation and relocation of most corporate-wide functions to the Greater Boston Area was announced March 18, 1985, by Dr. John L. Sprague, President and Chief Executive Officer of Sprague Electric Company. According to Dr. Sprague, this consolidation represents the culmination of a program started in 1983 to decentralize the Company's operations and position Sprague for further progress in the electronics market.

The functions affected will be housed in the Company's World Headquarters building in Lexington, which was dedicated in December, 1984 and a new distribution warehouse facility located in Mansfield, Massachusetts.

The combined staff for the two headquarters locations will be in the range of 200 employees. The sizeable reductions, that have taken place and will continue to take place at the former headquarters in North Adams, Massachusetts are attributable to transfers made to other operations; attrition and staff reductions as the result of evalua-

tions made on a department-by-department basis.

According to John W. Murphy, Senior Vice President, Special Assignments, the staff adjustments to be made at North Adams over the next few months will affect approximately 560 employees, both hourly and salary, from such functions as Marketing and Sales, Traffic, Research and

Development, Finance, Management Information Services, and Quality Assurance and Reliability.

Sprague Electric Company, a leader in the manufacture of a broad line of electronic components such as capacitors and semiconductors for more than fifty years, currently employs approximately 12,000 people worldwide.



FIVE AWARDED AT NATIONAL MEETING

The climax of Sprague's five-day National Sales Meeting was an awards banquet on Wednesday, January 23, 1985.

The meeting, which was attended by more than 200 sales, marketing, operations, and commission sales representatives, was held at Innisbrook, near Tarpon Springs, Florida, January 20-24.

Officiating at the banquet was Ted Fischer, Vice President - Sales, who opened the awards ceremonies by discussing the exceptional contributions that individuals can make as part of a team effort. Announcing the selection of five persons for the special recognition, Mr. Fischer noted "the choices were difficult, because of the many criteria required to meet the high standards of achievement."

Honored with a plaque and cash award for their individual contributions during 1984 were: Richard W. Dock, Sales Engineer, Springfield, Ohio office — Best Salesperson; Nathan H. Chapman, Product Marketing

Engineer, Discrete Semiconductor Operations, Concord, New Hampshire — Best Marketer; Peter M. Kavoian, District Manager, Costa Mesa office — Best District Manager; Nick DiNapoli, Northern Regional Manager, Park Ridge office — Best Regional Manager; and William J. Purdy, President, William J. Purdy Company — Best Commission Sales Representative for 1984.

Mr. Fischer concluded the ceremonies amidst a standing ovation from the peers of those receiving the awards. "With this first awards ceremony," he said, "we are establishing an important precedent for honoring those who excel in their endeavors for every year to come."

Jack F. Darcy, Senior Vice President — Worldwide Marketing and Sales, told the gathering that a handwrought, silver, Italian vase will be on display at Sprague headquarters in Lexington, Massachusetts. "It will," he said, "commemorate the achievements of the honored individuals in

marketing and sales, and will stand as a public gesture of recognition in succeeding years."



Nate Chapman displaying the award he received as Best Marketer.

SPRAGUE ELECTED TO ACADEMY



Robert C. Sprague was elected a member of the National Academy of Engineering of the United States of America at special ceremonies held in Washington, DC on February 22, 1985.

Election to the Academy is the highest professional distinction that can be conferred on an engineer and honors those who have made important contributions to engineering theory and practice, including significant contributions to the literature of engineering, or who have demonstrated unusual accomplishments in new and developing fields of technology. Mr. Sprague is one of 67 engineers so honored this year by the Academy, which also named five as foreign associates.

Robert C. Sprague, Honorary Chairman and Director of the Sprague Electric Company, founded the company in 1926 in Quincy, Massachusetts. He served as President from 1926 until 1953, when he was elected Chairman of the Board of Directors and Chief Executive Officer, a post he held until November 1971, when he became Chairman of the company's Executive Committee. Mr. Sprague held that position until 1977, when he assumed his current title.

Mr. Sprague has distinguished himself as an inventor, entrepreneur, and for his contributions and services to a number of associations of the electronics industry.

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COMPANY EXCELLENCE RECOGNIZED

On December 18, 1984, Magnetic Peripherals, Inc. (MPI) honored Sprague Electric Company with three awards for excellence in quality and service. The occasion for the award was MPI's "Certification Award Luncheon" held at the Ramada Inn, Bloomington, Minnesota.



Sprague Visalia and Sprague Taiwan delay lines products were honored by MPI for excellence in quality level, 99.7%, and on-time delivery, 93%. Attending the award presentation for Sprague Visalia was Mr. Charles M. Schumacher, General Manager, Special Products, and Mr. Dick Lee, Product Manager, Computer Delay Lines.

In addition, the Packaged Discrete Semiconductor Division of Sprague Concord was awarded the status of "Certified Supplier." This certification was awarded as a result of the fine quality performance achieved by the packaged group in shipping defect free product to MPI. This achievement was a result of the team effort of the Worcester (Concord) Front End who supplied the wafers, the SPI plant in the Philippines who did the assembly, and the Concord plant which did the final assembly and testing of the product prior to shipping.



Left to right: Mr. R. A. Bereth — Vice President Components Division of MPI, Jim Hawkins — Reliability Engineer Sprague Concord, Ralph Spencer — General Manager Packaged Discrete Semiconductors and Nate Chapman — Sr. Product Engineer.

NEW ASSIGNMENT FOR MURPHY



A change in responsibilities for John W. Murphy from Senior Vice President, Technology and Support to Senior Vice President, Special Assignment, effective March 1, was announced by Dr. John L. Sprague, President and Chief Executive Of-

ficer of the Sprague Electric Company. In his new assignment, Mr. Murphy is responsible for evolving a plan to complete the company-wide decentralization process of Sprague. This process results from the recommendations and decisions made by division and senior corporate management.

Mr. Murphy will also have the full responsibility for controlling and scheduling the implementation of the plan. According to Mr. Murphy's estimate, this phase of the assignment should take about 7 to 9 months to complete.

Mr. Murphy has been with Sprague Electric since 1972 in various managerial posts and was Group Vice President in charge of the company's operations in the areas of oil, paper, film, wet-slug tantalum, and foil-tantalum capacitors in Barre, Vermont; North Adams, Massachusetts; and Longwood, Florida.

Before joining Sprague Electric in 1972 as General Manager of Film Capacitor Operations, Mr. Murphy had been Director of Operations, Becton Dickinson Company, Sharon, Massachusetts. He had previously held operating management positions with GTE Sylvania, and the Davis & Geck Divi-

sion, American Cyanamid Company, Danbury, Connecticut.

Mr. Murphy holds the degree of Bachelor of Science in Industrial Engineering, Columbia University, New York City.

CONCORD HONORED

Sprague Electric Company of Concord, New Hampshire was presented an award for its outstanding achievements and concern in providing employment for the handicapped by the New Hampshire Department of the American Legion.

The "Certificate of Appreciation" placed them in nomination for the American Legion's "Annual National Employ the Handicapped Award" for 1984. The nomination is based upon the sincere efforts made by the Company to employ handicapped persons with a wide range of disabilities. The emphasis, we are told, is on "Ability, not Disability."

DISTRIBUTION LAUNCHES NEW PROGRAM

A new 3-pronged customer service program was announced March 20, 1985 by Lyle E. Pirnie, Director of Distribution for the Sprague Electric Company. The new program, which will be implemented through Sprague's in-house staff, its field sales force, as well as its distributor organization, promises to add a new dimension to customer service by:

1. Responding to any customer questions regarding inventory, pricing and deliveries within a 4-hour period.

2. Maintaining stocks of standard items in inventory so that they are available immediately 85% of the time, and by

3. Striving to be price competitive on all major product lines, including all types of capacitors, resistor networks, filters, ICs, and transistors.



According to Mr. Pirnie, an important factor in the development of this program is Sprague Electric Company's DORIS network (Distributor On-Line-Real-Time Information System). DORIS permits hundreds of distributors and sales representatives to talk directly with a master computer. Its scope includes coast-to-coast coverage, even beyond the normal working day. It allows a distributor to check into product availability, and to place orders for any of thousands of line items or to follow up on a previously placed order. Also, through the system, useful competitive cross-reference information is obtainable.

Mr. Pirnie stressed that, with the initiation of this program, Sprague's leadership position now extends from the product line of electronic components to an enhanced service designed specifically to respond to customer needs. He went on to say that a multi-media campaign has been created to stress the new program. It will be launched at the forthcoming Electronic Distribution Show to be held in Chicago, April 30 to May 2, 1985. The campaign theme will be "Sprague's 4-Hour Power."

ORLANDO CELEBRATES

On Tuesday, December 18, 1984, employees at the Orlando plant were treated to a special luncheon in recognition of their "best week ever." During the last week of the year, more shipments were made than in any other week in the history of the Orlando plant. This exceptional week allowed Orlando to reach its sales goal for the year. Several signs were displayed acknowledging this accomplishment, as well as a banner that stretched across the width of the cafeteria which read, "You Made It Happen!" What do you feed a plant full of employees who just produced the best week ever? What else — a submarine sandwich that was 8 inches wide, 8 inches high, and 42 feet long! Each employee also received a carnation as an expression of gratitude for their extra effort.



MANCHESTER MAKES A DIFFERENCE



Dr. Kenneth E. Manchester was recently honored as the 1984 recipient of the "You Make a Difference Award." This award is given annually to an employee of Worcester's Integrated Circuits Operation for superior job performance and for making significant contributions during the year.

Dr. Manchester began his career with Sprague Electric Company in 1962 in North Adams, Massachusetts. His many achievements since that time have contributed to the growth of Sprague's Integrated Circuits Operation as well as the entire industry. He

is recognized worldwide for his contributions to the semiconductor industry.

In making the presentation to Dr. Manchester, Richard Morrison, General Manager, said, "Ken's contributions directing our QAR Department places our product quality at a level second to none in the world. His willingness to share his knowledge and himself with others has been inspirational to all of us. Ken Manchester, clearly you make a difference."

Past recipients of this prestigious award are Frank Moryl, Fred Reiersen, Steve Miles, Dr. John Macdougall, and Richard Morrison.

KOWALSKE NAMED

On January 23, 1985, Fred Thompson, Operations Manager for Sprague San Antonio, announced that Mike Kowalske had assumed the responsibilities of Human Resource Manager for that facility. Mike, who was the Assistant Industrial Relations Manager in Sprague Electric's Wichita Falls facility for 2½ years, has worked in the employee relations field for more than twenty years.

Mike, who is a member of Texas Oklahoma Personnel Association (TOPA) and American Society of Personnel Administrators (ASPA), his wife Lou and two sons Mike, Jr. and Kevin have relocated to San Antonio. San Antonio is fortunate to have available a person of Mike's high caliber and we join in congratulating Mike on this well-deserved promotion.

SANFORD GROWING

Sanford, Maine plant management recently announced a new addition to the Sanford facility. In mid-April, ground will be broken for a 58,000 square foot structure to be attached to the 1978 Radial assembly/finishing addition. Construction of the shell is expected to be completed by mid-fall of this year and occupancy has been slated for early fall of 1986.

The new addition will accommodate the increased need for production space in the plant and will also allow room for a new, more centrally located, cafeteria for employees. Several departments will be able to make rearrangements upon its completion, in particular the Radial group departments and parts of the Formation Department.

In addition, the Sanford Plant has recently entered into a three-year renewable lease for a 25,000 square foot single-story building located across from its main facility. The building, which is in the Airport Industrial Park, is owned by the Springfield Press and Machinery Company, SPM, as it is known, is a subcontractor for the lighting division of Sylvania and the building was used for the manufacture of lighting.

After the necessary renovations and remodeling are complete, the facility will house the plant's machine shop, the epoxy pellet pressing operation and offices for some members of the Manufacturing Engineering group. The building will also be used for some parts storage.

Thus far, new electrical services, partitions, and lots of paint have been added to the building and it is expected to be fully occupied soon.

IDEAS PAY

The Sanford Plant Suggestion Committee ended 1984 in a big way as two employees received significant awards in December.

Donald Tremblay, a Radial Lead Mold Mechanic on the third shift, received \$3,625.92 for his idea regarding equipment modification that saved tantalum capacitors and improved the equipment's performance. Don's common sense and ingenuity led him to recognize and solve a problem with flash removal machinery. Production Manager Larry Valliere presented Don his award.

Everett "Woody" Woodward, Lead Vacuum Furnace Mechanic in the Tantalum Pelleting Department on the first shift, suggested that vacuum gauges be installed for each zone of the department's binder removal furnaces. This enables constant monitoring of the delicate binder removal process and immediate reaction when critical adjustments are necessary. The Suggestion Committee awarded Woody \$2,481.60 for this tantalum-saving idea. Mike Allen, General Foreperson in the Pelleting Department, made the award presentation to Woody.

The Sanford Suggestion Committee reviewed 192 suggestions in 1984, and is proud of the support and involvement exhibited by the Sanford employees. The Committee looks at 1985 as another very successful suggestion year.

MCKINSTRY CITED



The Concord Semiconductor Operation recently awarded its 1984 Award for Outstanding Achievement to Deborah J. McKinstry, Assistant Human Resources Manager. At a ceremony attended by the management of the Concord plant and members of the Human Resources Department, Debbie was cited for her "... willingness to own it all, to participate and to make her contribution count."

Debbie has been with Sprague since 1973, starting as an assembly operator and holding such positions as payroll clerk and Senior Human Resources Secretary. She was promoted to her present job in January, 1983.

The other nominees for this prestigious award were:

- Don Chase — Department Leader — Plant shared services
- Doris LaClair — Department Leader — Chip Line
- Betty Magoon — Group Leader — QAR
- Trent Wood — Applications Engineer — Hall Effect

ALUMINUM CONSOLIDATION

On January 10, 1985 Sprague Electric Company announced that it will move its



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assembly facilities for large can and tubular type aluminum electrolytic capacitors in Clinton, Tennessee to Lansing, North Carolina in a consolidation move.

The consolidation of assembly facilities will start the end of January and is expected to be completed by mid-March. The aluminum foil facility, in Clinton, will continue to operate as in the past.

According to Donald F. McGuinness, Executive Vice President, "Sprague will consolidate its large can and large tubular aluminum electrolytic capacitor production at the Lansing, North Carolina operation. The Clinton foil facility and Sprague Electric's other manufacturing locations in Lansing, North Carolina; Hillsville, Virginia; and Galashiels, Scotland will continue to serve the aluminum electrolytic capacitor market worldwide."

QC'S WORK

The KRP Brigade, Quality Circle team members from the Finish and Testing department in Orlando, Florida are all smiles these days. As a result of one of their recent projects concerning the elimination of pre-stamping cases prior to building units, the team members split a suggestion award check in the amount of \$1,040. Team members pictured from left to right are: Mary Hines, Helen Kennedy, Frances Williams, Pauline Holcomb, Anna Faucher, Agnes Fordham, Margaret Hughes, and Dorothy Van De Mark. The Orlando plant presently has eight active Quality Circles, coordinated by the Facilitator, Fred Rotolo.



LANSING ACHIEVERS

A Junior Achievement program at Northwest Ashe High School is being sponsored by the Lansing Plant of Sprague Electric

Company. Junior Achievement, which was founded in 1919, is a non-profit organization designed to teach young people about the world of business. The students, who will establish and run their own small company, will be producing wooden wall clocks and first aid kits. Elva Taylor, who was elected president of the company, is the daughter of Elwood and Flossie Taylor, both of whom are Lansing employees. Sprague advisors are Steve Katz, Quality Control Engineer; Robert Goss, Section Head, Equipment Design Engineering and Maintenance; Ron Watson, Assistant Plant Engineer; Donald Brooks, Plant Nurse; and Jackie Blackburn, Process Engineer.



Left to right: Steve Katz, Robert Goss, Ron Watson, Donald Brooks, and Jackie Blackburn.

RIVERS TOP EMPLOYEE



Leroy Rivers, a coilwinder, was named Annapolis Junction Employee of the Quarter for the fourth quarter of 1984. Leroy was presented a plaque and a \$50 Savings Bond by Plant Manager, Katie Snodgrass at a Christmas luncheon on December 21, 1984. Leroy has been with AJ since November, 1983.